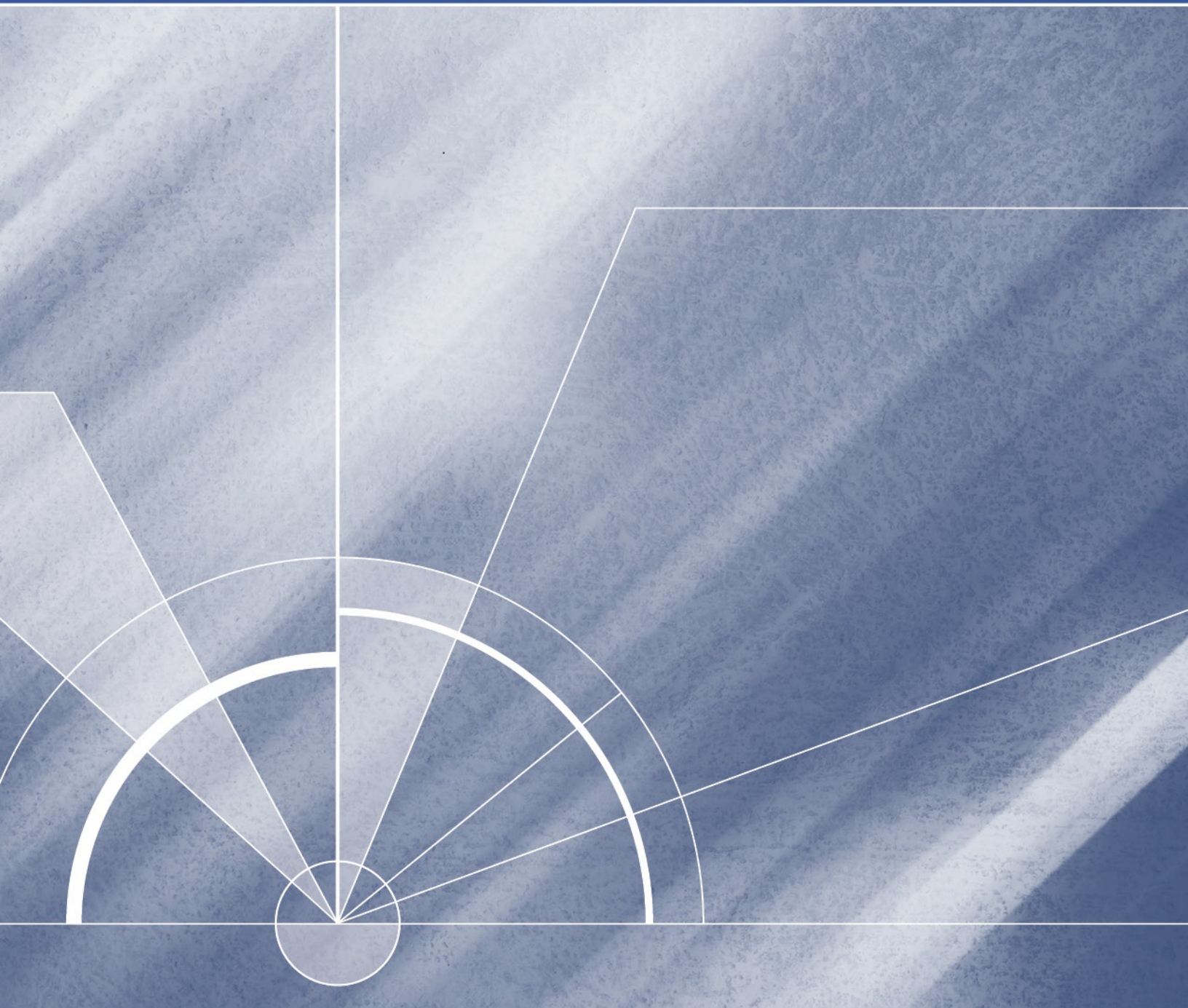


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Disability
Status
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Disability Status Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Individuals with a disability	726
Individuals without a disability	8,196

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Individuals with a disability	725	60.8%	15.6%	23.6%
Individuals without a disability	8,179	71.6%	14.1%	14.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Individuals with a disability	719	67.5%	14.8%	17.7%
Individuals without a disability	8,162	73.6%	13.4%	13.1%

Environmental Protection Agency

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My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Individuals with a disability	720	59.0%	17.4%	23.6%
Individuals without a disability	8,118	68.9%	15.3%	15.8%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Individuals with a disability	723	69.5%	13.7%	16.7%
Individuals without a disability	8,161	77.9%	12.0%	10.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Individuals with a disability	720	80.4%	9.9%	9.7%
Individuals without a disability	8,111	85.2%	9.7%	5.1%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Individuals with a disability	721	74.4%	12.6%	12.9%
Individuals without a disability	8,112	81.3%	10.5%	8.2%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Individuals with a disability	723	93.5%	3.1%	3.4%
Individuals without a disability	8,161	96.8%	2.1%	1.1%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Individuals with a disability	720	90.8%	6.8%	2.4%
Individuals without a disability	8,141	91.0%	7.5%	1.5%

Environmental Protection Agency

Disability Status Comparison Report

My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Individuals with a disability	721	40.9%	17.1%	42.0%	1
Individuals without a disability	8,160	40.1%	16.9%	43.0%	11

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Individuals with a disability	721	53.0%	17.3%	29.7%	0
Individuals without a disability	8,143	58.5%	17.0%	24.5%	9

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Individuals with a disability	706	53.2%	15.7%	31.2%	4
Individuals without a disability	8,037	62.4%	16.5%	21.1%	25

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Individuals with a disability	720	80.9%	11.1%	8.0%	3
Individuals without a disability	8,105	82.8%	9.2%	8.0%	39

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Individuals with a disability	714	89.9%	6.4%	3.7%	4
Individuals without a disability	8,074	91.1%	6.2%	2.7%	20

Environmental Protection Agency

Disability Status Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Individuals with a disability	714	69.0%	14.7%	16.3%	4
Individuals without a disability	8,126	73.5%	12.3%	14.2%	17

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Individuals with a disability	714	64.7%	15.8%	19.5%	10
Individuals without a disability	8,093	77.2%	12.1%	10.7%	69

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Individuals with a disability	716	85.4%	10.6%	4.1%	5
Individuals without a disability	8,124	86.7%	9.5%	3.8%	17

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Individuals with a disability	679	54.7%	20.5%	24.8%	36
Individuals without a disability	7,525	65.6%	18.5%	15.9%	609

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Individuals with a disability	709	48.5%	21.1%	30.4%	12
Individuals without a disability	8,087	52.2%	24.3%	23.4%	69

Environmental Protection Agency Disability Status Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Individuals with a disability	709	56.5%	17.2%	26.2%	15
Individuals without a disability	8,047	67.0%	14.7%	18.3%	142

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Individuals with a disability	726	79.7%	10.3%	10.0%
Individuals without a disability	8,185	84.1%	9.2%	6.7%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Individuals with a disability	691	40.9%	22.6%	36.5%	33
Individuals without a disability	7,898	43.3%	21.5%	35.2%	275

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Individuals with a disability	654	33.1%	31.0%	35.8%	65
Individuals without a disability	7,446	43.7%	27.2%	29.1%	705

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Individuals with a disability	634	30.7%	35.0%	34.2%	91
Individuals without a disability	6,981	32.0%	30.7%	37.4%	1,178

Environmental Protection Agency

Disability Status Comparison Report

My Work Unit (continued)

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Individuals with a disability	671	35.2%	29.5%	35.3%	50
Individuals without a disability	7,396	40.6%	28.6%	30.9%	768

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Individuals with a disability	662	40.8%	24.5%	34.7%	61
Individuals without a disability	7,234	51.6%	24.0%	24.4%	898

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Individuals with a disability	710	72.1%	13.7%	14.2%	6
Individuals without a disability	8,112	81.0%	10.2%	8.8%	34

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Individuals with a disability	682	53.6%	29.1%	17.3%	42
Individuals without a disability	7,766	58.2%	28.4%	13.4%	398

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Individuals with a disability	726	86.7%	10.8%	2.4%
Individuals without a disability	8,183	91.3%	7.4%	1.3%

Environmental Protection Agency

Disability Status Comparison Report

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Individuals with a disability	702	72.0%	14.9%	13.0%	17
Individuals without a disability	8,013	76.1%	14.3%	9.6%	136

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Individuals with a disability	703	45.0%	23.8%	31.2%	21
Individuals without a disability	7,907	49.1%	23.1%	27.8%	246

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Individuals with a disability	704	53.0%	21.2%	25.8%	19
Individuals without a disability	7,981	61.8%	20.2%	18.0%	180

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Individuals with a disability	689	43.5%	23.1%	33.4%	28
Individuals without a disability	7,846	50.5%	26.8%	22.7%	281

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Individuals with a disability	658	24.5%	28.9%	46.6%	67
Individuals without a disability	7,322	23.2%	32.0%	44.9%	816

Environmental Protection Agency Disability Status Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Individuals with a disability	678	58.6%	23.7%	17.8%	40
Individuals without a disability	7,653	64.9%	21.9%	13.2%	500

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Individuals with a disability	700	79.5%	13.0%	7.5%	21
Individuals without a disability	8,038	85.6%	9.9%	4.5%	126

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Individuals with a disability	711	79.3%	13.2%	7.5%	7
Individuals without a disability	8,063	85.8%	10.5%	3.7%	71

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Individuals with a disability	677	46.7%	25.2%	28.1%	43
Individuals without a disability	7,544	58.8%	21.0%	20.2%	607

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Individuals with a disability	645	57.5%	20.4%	22.2%	72
Individuals without a disability	7,261	74.1%	16.4%	9.5%	870

Environmental Protection Agency Disability Status Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Individuals with a disability	713	71.5%	15.3%	13.1%	9
Individuals without a disability	8,045	73.0%	15.7%	11.4%	111

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Individuals with a disability	724	60.0%	19.9%	20.1%
Individuals without a disability	8,163	68.1%	18.0%	14.0%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Individuals with a disability	666	41.7%	22.7%	35.6%	60
Individuals without a disability	7,427	42.0%	27.9%	30.2%	757

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Individuals with a disability	720	81.1%	9.3%	9.5%	5
Individuals without a disability	8,152	90.0%	5.9%	4.1%	35

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Individuals with a disability	721	66.7%	16.1%	17.2%	2
Individuals without a disability	8,140	77.9%	12.2%	9.9%	28

Environmental Protection Agency

Disability Status Comparison Report

My Supervisor (continued)

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Individuals with a disability	715	66.9%	14.3%	18.8%	3
Individuals without a disability	8,090	73.6%	14.2%	12.2%	49

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Individuals with a disability	664	71.7%	18.3%	10.0%	58
Individuals without a disability	7,424	77.2%	17.3%	5.5%	729

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Individuals with a disability	722	65.7%	16.3%	18.0%	1
Individuals without a disability	8,120	70.0%	17.1%	12.9%	31

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Individuals with a disability	715	69.1%	14.1%	16.7%	10
Individuals without a disability	8,058	76.8%	13.6%	9.6%	107

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Individuals with a disability	726	78.4%	10.6%	11.0%
Individuals without a disability	8,186	85.7%	7.5%	6.8%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Individuals with a disability	722	79.9%	9.8%	10.3%
Individuals without a disability	8,168	88.5%	6.3%	5.2%

Environmental Protection Agency Disability Status Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Individuals with a disability	724	87.8%	5.7%	6.5%
Individuals without a disability	8,166	92.3%	4.4%	3.3%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Individuals with a disability	720	70.7%	12.8%	16.6%
Individuals without a disability	8,173	77.4%	12.3%	10.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Individuals with a disability	726	74.0%	15.3%	10.7%
Individuals without a disability	8,182	80.7%	12.3%	7.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Individuals with a disability	707	39.8%	21.8%	38.5%	18
Individuals without a disability	8,023	39.2%	23.1%	37.7%	157

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Individuals with a disability	676	47.5%	21.3%	31.2%	49
Individuals without a disability	7,615	49.8%	22.4%	27.8%	543

Environmental Protection Agency

Disability Status Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Individuals with a disability	685	64.4%	19.6%	15.9%	32
Individuals without a disability	7,652	74.0%	16.6%	9.4%	483

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Individuals with a disability	706	63.6%	17.4%	19.0%	10
Individuals without a disability	8,038	65.9%	19.2%	15.0%	101

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Individuals with a disability	673	63.0%	22.0%	15.0%	48
Individuals without a disability	7,555	67.7%	20.8%	11.5%	568

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Individuals with a disability	694	60.5%	16.6%	22.9%	29
Individuals without a disability	7,900	60.8%	20.4%	18.8%	244

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Individuals with a disability	699	61.6%	18.2%	20.2%	22
Individuals without a disability	7,920	65.9%	19.2%	14.9%	232

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Individuals with a disability	694	62.2%	22.0%	15.9%	31
Individuals without a disability	7,870	69.1%	19.7%	11.2%	300

Environmental Protection Agency Disability Status Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Individuals with a disability	710	49.4%	20.6%	29.9%	13
Individuals without a disability	8,026	48.7%	21.5%	29.8%	142

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Individuals with a disability	654	57.7%	23.1%	19.3%	69
Individuals without a disability	7,020	64.2%	23.8%	12.0%	1,157

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Individuals with a disability	725	51.6%	20.0%	28.4%
Individuals without a disability	8,170	58.1%	21.1%	20.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Individuals with a disability	719	50.9%	19.5%	29.6%
Individuals without a disability	8,173	55.3%	21.0%	23.7%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Individuals with a disability	722	48.0%	24.2%	27.8%
Individuals without a disability	8,145	60.5%	20.3%	19.2%

Environmental Protection Agency Disability Status Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Individuals with a disability	718	40.1%	26.5%	33.4%
Individuals without a disability	8,143	39.9%	27.5%	32.5%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Individuals with a disability	720	30.2%	28.4%	41.4%
Individuals without a disability	8,144	34.4%	31.9%	33.7%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Individuals with a disability	718	48.4%	23.1%	28.5%
Individuals without a disability	8,141	55.4%	26.1%	18.5%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Individuals with a disability	722	64.3%	16.7%	19.0%
Individuals without a disability	8,158	71.3%	16.2%	12.5%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Individuals with a disability	720	61.2%	15.9%	22.9%
Individuals without a disability	8,156	70.6%	14.6%	14.8%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Individuals with a disability	724	56.2%	19.9%	23.9%
Individuals without a disability	8,157	60.8%	20.8%	18.4%

Environmental Protection Agency Disability Status Comparison Report

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Individuals with a disability	723	87.3%	5.4%	3.9%	3.4%
Individuals without a disability	8,138	90.7%	2.5%	3.4%	3.4%

73. Please select the response below that BEST describes your current teleworking situation.

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Individuals with a disability	723	11.7%	45.7%	6.9%	14.6%
Individuals without a disability	8,174	2.7%	47.4%	12.7%	20.4%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Individuals with a disability	723	2.5%	1.9%	5.5%	11.2%
Individuals without a disability	8,174	2.0%	0.9%	2.3%	11.7%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Individuals with a disability	720	65.5%	31.0%	3.5%
Individuals without a disability	8,128	65.9%	31.9%	2.2%

Environmental Protection Agency Disability Status Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Individuals with a disability	721	29.9%	65.7%	4.4%
Individuals without a disability	8,125	38.6%	58.2%	3.3%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Individuals with a disability	712	18.1%	79.5%	2.4%
Individuals without a disability	8,092	12.1%	86.0%	2.0%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Individuals with a disability	715	2.7%	83.0%	14.3%
Individuals without a disability	8,114	3.1%	85.9%	11.0%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Individuals with a disability	716	3.8%	80.9%	15.3%
Individuals without a disability	8,112	2.3%	86.2%	11.5%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Individuals with a disability	571	83.5%	10.3%	6.2%	1
Individuals without a disability	6,754	88.8%	6.9%	4.3%	51

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency Disability Status Comparison Report

Work/Life (continued)

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Individuals with a disability	470	90.5%	5.0%	4.5%	8
Individuals without a disability	5,325	94.5%	3.8%	1.7%	63

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Individuals with a disability	212	86.1%	8.9%	5.1%	10
Individuals without a disability	3,068	86.4%	11.0%	2.6%	99

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Individuals with a disability	124	77.6%	14.4%	8.0%	18
Individuals without a disability	957	82.6%	12.9%	4.5%	109

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Individuals with a disability	20	75.1%	24.9%	0.0%	11
Individuals without a disability	230	74.0%	21.0%	5.0%	98

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Individuals with a disability	28	79.3%	17.6%	3.1%	11
Individuals without a disability	173	69.6%	27.5%	2.9%	82

*The results for this item only include employees who indicated that they participated in this program.